

Abstract

FOA-ETA-22-06

City of Springfield, Department of Workforce Development City (Local Government) and Workforce Development System Entity Springfield, Missouri

Selected grant category: Category 3: Ensuring Equitable RAP Pathways Through Pre-apprenticeship Leading to RAP Enrollment and Equity Partnerships

Identification of proposed program's primary focus: Increased gender, racial, and ethnic diversity in non-traditional registered apprenticeships

Project Name: Matrix of Apprenticeships in Public and Private Sectors (MAPPS)

Funding amount requested: \$3,000,000.00

Geographic Scope: The Springfield Regional Economic Partnership 10-county region of southwest Missouri: Barry, Christian, Dade, Dallas, Greene, Lawrence, Polk, Stone, Taney, and Webster Counties. Population: 645,350.

Number of apprentices enrolled in RAPs during the life of the grant: 500

Populations Served: MAPPS will target residents within the proposed service area who are unemployed, underemployed, or incumbent workers in low-skilled jobs with a focus on veterans, military spouses, transitioning service members, disconnected youth, individuals in recovery, individuals with past criminal records including justice-impacted and reentry participants, historically underserved populations and areas, communities of color, women, individuals with disabilities, and individuals participating in the Supplemental Nutrition Assistance Program, Temporary Assistance for Needy Families, and Women, Infants, and Children Program.

MAPPS Employer partners

- City of Springfield, Police Department (Public Safety)
- City of Springfield-Greene County 911 Emergency Communications (Public Safety)
- City of Springfield Fire Department (Public Safety)
- City of Springfield Environmental Services (Public Services)
- CoxHealth (Healthcare)
- Positronic (Energy)
- CNH Reman (Manufacturing)
- Select Brands (Manufacturing)
- Third Street Sportswear (Manufacturing)
- Air Services Heating and Cooling (Construction)
- Davis Electric (Energy)
- Ozark Utility (TDL)
- Mo-Kan Ironworkers Apprenticeship, Training and Education Fund (Construction)

Training Providers

- Missouri State University
- Ozarks Technical Community College
- Geek Foundation (IT)
- Mo-Kan Ironworkers Apprenticeship, Training and Education Fund (Labor Union)
- Equity Organizations
- City of Springfield Diversity, Equity & Inclusion
- Community Partnership of the Ozarks
- Senior Age

Federal/state/local grant program or contract

- Department of Labor Employment and Training Administration

Industry subject matter experts

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- Jobs For the Future (JFF)
- City of Springfield Public Information and Civic Engagement
- City of Springfield Human Resources
- Missouri Office of Workforce Development

Project purpose: Provide a matrix of equitable pre- and RAP opportunities focusing on public-sector career pathways in public safety as well as education, energy, information technology, healthcare, public service, construction, and manufacturing. Grant participants will be provided enrollment options into either a Pre-Apprenticeship or Registered Apprenticeship Program and provided wraparound supportive services as needed. Pre-Apprenticeship Programs will be developed for the established local RAPs to ensure equitable access to RAP enrollments. RAPs will emphasize in-demand occupations within the aforementioned sectors and will result in transferrable certifications and/or stackable US Department of Labor credentials within the individual's selected occupation.

Jobs For the Future (JFF) Subrecipient activities;

- Develop a pre-apprenticeship framework for the public sector
- Asset mapping across agencies to determine what occupations would be best aligned with pre-apprenticeship to RA pathways
- Support the development of specific IT pathways within the public sector and across agencies,
- Leverage current strategies from an IT public sector grant with Google
- Providing targeted coaching to agencies as they plan and launch their pre-apprenticeships.
- Provide national best practices and examples from other areas across the nation
- Research and evaluate the impact of strategies, document best practices, and disseminate lessons nationally

List of credential(s) to be awarded:

DOL issued credential for RAPs created or expanded in the following: Fire Fighter, Police Officer, 911 Dispatcher, Nutritional Aide, Auto-Lathe CNC, Machinist, QA Inspector, Journeyman Tool and Die Maker, Industrial Machinist, Engineering Technician, Industrial Maintenance, Remanufacturing Technician, Supply Chain and Logistics Professionals, Maintenance Mechanic, Machine Operation, Quality control Technician, Warehousing and Forklift Operator, Industrial Sewing Machine Operator, Screen Printer, Textiles Materials Management, HVAC, Plumbing, Journeyman (Commercial and Residential Electrician), Service Electrician (Commercial and Residential Electrician), Semi-Trailer Mechanic, Journeyman Ironworker, Special Education Teacher, Paraprofessionals, IT Support Desk Technician, IT Networking Technician, Cybersecurity Technician, and Full-Stack Web Developer

Summary of program activities; Conduct monthly meetings with RAP partners to develop curriculum for pre-apprenticeship programs that lead to enrollment into their RAP programs including any needed industry recognized credential attainment requirements; Conduct quarterly Lunch and Learn Educational Opportunities for Employers to engage and promote the value of apprenticeships: conduct outreach videos on Facebook, TikTok, and other social media platforms to market and share new apprenticeship opportunities; Conduct quarterly meetings with grant partners and the City of Springfield's Diversity and Inclusion Director to share best practices on increasing equity and access in apprenticeship programs; Provide CBOs serving underrepresented populations and underserved communities marketing materials to share with those served in an effort to increase inclusive participation in grant services

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